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Submitted for SUPPORT BULLETIN

READY TO RETIRE?

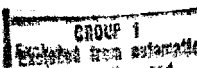
One of the more obvious observations to be made about Congressional enactment of early retirement legislation is that the mid-career marker has been moved in ten years closer to certain Organization careerists--those who meet the eligibility criteria set forth in regulations to guide Retirement Board actions.

The Career Services and components chiefly concerned with the shortened service span of numerous key employees are certain to be changing their career management concepts. The careerist himself, now in or nearing the zone of early retirement, cannot help viewing his new status with scrambled emotions. Overnight, he has caught the first glimpses of his career's fading light--and he hadn't exactly planned it this way.

It is a good question whether one is really ever ready to retire from his Organization way of life. For most, it has a certain narcotic appeal that leaves one emotionally unprepared, even though economically equipped. On the other hand, if one is unprepared economically, the emotional adjustment can involve more than the mere threat of nostalgia.

The rare individual who is both economically set and emotionally reconciled to retire, gracefully, and stay retired, needs no sympathy from us. Our sympathy is reserved instead for the retiree who can go it alone economically but has no place to go, or lacks the will to go, or both. In still a third category, however, by these yardsticks, is the retiree whose economic situation is such that sympathy will not close the gap between his

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retirement income and the ongoing cost of living. Rather than sympathy, this retiree needs a second career. Early retirement, in the old-fashioned, grandchildren-around-the rocking chair sense, makes no economic sense whatsoever, no matter how much he may wish it did.

With the second-career retiree uppermost in mind, Headquarters is strengthening its Office of Personnel out placement program to help bridge the distance between Organization retirement and continuing employment after retirement.

Research is being undertaken to determine and keep current the employment opportunities available to Organization retirees in all of the non-public, quasi-public, and public sectors of American society.

Both domestic and foreign employment possibilities will be continuously studied and sought out for our retirees whose skills and talents fill the bill, or can be sharpened sufficiently by retraining to make them truly competitive.

These studies are progressing with the confidence our retirees possess basic qualifications readily marketable in the mainstream of American life, or which can be made marketable by reinforcement through refresher training or education. As these markets are identified, our retirees will recognize, of course, the type and amount of self-help they must contribute in their own behalf, whether in the form of reading, home study, or formal schooling or training.

Self-help, certainly, is going to be the secret of success of any retiree's finding suitable, satisfying employment to call his second career. Headquarters can help by pointing out the possibilities and making the first

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"pitch" by way of a solid recommendation, but the individual must sell himself, or herself.

Ideally, once the backlog of eligibles is processed, the future early retiree will be aware of his retirement date sufficiently in advance (three to five years) to let him arrive at that destination with a clear picture of his next career--assuming he has prepared intelligently for it in the meantime.

Headquarters is exploring the mechanics of such on-the-job and off-the-job assistance as it can legally contribute to whatever preparation the individual is making personally. It would be premature to suggest here what this assistance may amount to in any individual case, but, importantly, it is being examined in an environment of enlightened personnel management.

Regional representatives of the Director of Personnel, for retiree-placement activities, already are established in several major cities throughout the United States. This has come about by the merging of the Organization's expanded Out Placement function with its existing Personnel Recruitment function--providing a staff of senior, experienced professional recruiters whose local and area contacts have long been employed to pave the path for deserving employees seeking a change of job scenery. The recruiters' efforts in this area will now be formally recognized, and incorporated on an equal footing with their recruitment responsibilities. While their retiree-placement duties will not demand equal time with their regular recruiting schedules, these new duties will call for considerable up-dating of job possibilities in the recruiter's territory and the culti-

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vation of new corporate and other community friendships to which the recruiter can turn in seeking to assist the retiree to resettle in the city of his choice.

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employee. We recognize the problem of our retirees offering a prospective employer a definitive resume of his Organization experience. But this problem has not proved insurmountable. Meaningful experience, in terms of the position being sought, can be communicated securely.

The Office of Personnel will continue to provide counselling insofar as accurately projecting what an employee's retirement income will be, and calculating the revised costs of health and life insurance plans he means to continue in force. Armed with these data, three or four years before the fact, desirably, the employee contemplating a post-retirement second career should check out his credentials and aspirations with Chief, Personnel Recruitment Division. PRD will have in readiness a

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"Prospectus for Continuing Employment in Secondary and Higher Education," merely as one example--but documented, state by state, as to teacher certification requirements, starting salaries, fields in which a particular state is experiencing teacher or administrative shortages (as opposed to the teaching fields in which overcrowding may be predicted), etcetera.

As to other fields in which you would like to see a Prospectus, you name them and PHD will perform the research, and provide the contacts. Here again, you will want to get your feelers out well in advance of retirement.

The field of Education is cited advisedly because many of our careerists can qualify in this area after a minimum of refresher training. Further, for the long-range planners, the retirement age in most states is 70.

Other logical fields in which a separate prospectus will be prepared and maintained up to the minute include Banking, Trade Associations, Professional Societies and Associations, Alumni Activities, State and Local Government, Real Estate, Securities, Foundations, and Franchising.



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We mean to throw out a very wide net--especially since learning of



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But getting back to the business of self-help, a retired Army officer now teaching college math has this to say:

"I was one of 11 retired officers studying at Duke University for a Masters degree in teaching math. Toward the end of the course we all looked for a job in a field where vacancies are plentiful. We all sent out resumes and we all visited various colleges. No one found a job by mailing resumes. All of us found jobs in the colleges we visited. While I think good resumes are important, there is nothing like personal contact with prospective employers."

Another retired officer stated, "Resumes are over-rated. I sent out 50. Received answers, but no positive leads."

Finally, a third retired officer offered this advice:

"Take any job in a field you know the most about. If you have what it takes to advance, you'll do so; but don't try to start at the top. Personal contacts can be good or bad. Be sure the person you know thinks highly of you."

In a world in which life reputedly begins at 40, the inner world of the early retiree is one in which his Organization career can end at 50. By this reckoning, give or take a year, the time to start thinking seriously about a second career would be at age 45. Many of today's

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20-year military retirees, both employed and unemployed, insist that a better time to be planning a second career would be at the very outset of one's first career. We buy this provided it isn't overdone--as in the case of the employee who, when asked when he started working for his present company, replied, "The day they threatened to fire me."

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